

**Government of the District of Columbia
Office of the Chief Financial Officer**

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CHAIRMAN CROPP

Natwar M. Gandhi
Chief Financial Officer



MEMORANDUM

TO: The Honorable Linda W. Cropp
Chairman, Council of the District of Columbia

FROM: 
Natwar M. Gandhi
Chief Financial Officer

DATE: MAR -1 2005

SUBJECT: Fiscal Impact Statement: "Executive Service Hiring Bonuses Amendment Act of 2005"

REFERENCE: Draft Legislation to be Introduced – No Bill Number Available

Conclusion

Funds are sufficient in the District's FY 2005 through FY 2008 budget and financial plan because the proposed legislation will result in no additional costs associated with staff and resources. The proposed legislation simply authorizes the use of bonuses in hiring Executive Service positions.

Background

The proposed legislation will authorize the use of bonus incentives beyond the base pay for a new hire in the Executive Service. The proposed legislation authorizes the one-time payment of 15 percent of base pay as a hiring bonus. The Mayor or the City Administrator will be required to justify the bonus as a recruitment or retention tool for positions that are difficult to fill.

Financial Plan Impact

Funds are sufficient in the FY 2005 through FY 2008 budget and financial plan to implement the components of the proposed legislation. Appropriated funds and staff are provided to District agencies. This bill is the legislative vehicle to authorize use of appropriated funds for these purposes.